

The City of Arlington, Texas, announces a professional career opportunity
to serve as a

Deputy City Manager



THE COMMUNITY

The City of Arlington (pop. 365,438), now the seventh largest city in Texas, is seeking an innovative and results oriented executive to join the new City Manager's Executive Team as a Deputy City Manager.

Located in the Dallas/Fort Worth Metroplex, Arlington is a full-service city supported by a total budget of \$431 million and a full-time staff of 2,477. With a land area of approximately 100 square miles, Arlington is easily accessible by highway, rail and air.

The City of Arlington offers superior, affordable housing; an outstanding park and linear trail system; educational excellence in our local schools (served by five Independent School Districts: Arlington, Kennedale, Mansfield, Grand Prairie, Hurst/Euless/Bedford), the Tarrant County College Southeast Campus, and is home to the University of Texas at Arlington. Arlington has a diverse local economy evidenced by our major employers; General Motors, Texas Health Resources, AmeriCredit, Siemens, Lear, Aetna and Chase Bank. Arlington is a regional destination for retail shopping as well.

The City's Entertainment District hosts premiere attractions including amusement parks, the Texas Rangers Baseball Club and Cowboys Stadium, drawing over 6.8 million visitors a year. In close proximity to DFW Airport, Dallas and Fort Worth, residents have access to world-class orchestras, theaters, and some of the finest museums in the world, all within a 30 minute drive.

Arlington's Vision: A pre-eminent city, providing an exemplary, safe environment to live, learn, work, and play. To learn more about the City of Arlington, visit the City's website at www.ArlingtonTX.gov.



CITY GOVERNMENT

The City of Arlington operates under the Council-Manager form of government. The City has eight Council members and a Mayor. Five of the Council members are elected from geographic districts, three are elected at-large, and the Mayor is also elected at-large.

The Council appoints the City Manager, City Attorney, City Auditor and Municipal Judges. Deputy

City Managers and Department Directors are appointed by the City Manager. Trey Yelverton accepted a promotion to City Manager in March 2012, and

is conducting a national search to staff one vacant Deputy City Manager as a result of a retirement, and one vacant Deputy City Manager which is his former position.



CITY MANAGER'S OFFICE

The culture in the City Manager's Office is engaging, inclusive and professional. Deputy City Managers are responsible for the oversight of day-to-day operations and associated decision making. Deputy City Managers are viewed as organizational leaders, community leaders, and will often serve in key roles on internal city projects, as well as external projects in our community and in the region.

The City Manager's Office is organized into three Service Teams: Neighborhood Services; Economic Development and Capital Investment; and Strategic Support. Each Division is overseen by a Deputy City Manager. The responsibilities for each service team are currently aligned as follows:

- Neighborhood Services – Economic Development, Police, Fire, Library, Community Services and Parks and Recreation.
- Economic Development and Capital Investment – Water Utilities, Public Works and Transportation, Community Development and Planning, Aviation, Convention Center, partnerships with the Convention and Visitors Bureau, Chamber of Commerce and the Downtown Arlington Management Corporation.
- Strategic Support – Financial and Management Resources, Workforce Services, Information Technology and Municipal Court.

IDEAL CANDIDATE

The ideal candidate will be a proven and innovative leader, comfortable with a wide range of responsibilities and potential reporting relationships. Demonstrated success in an executive role in the private or public sector, with strong ties to the community and regional economic development will be considered favorably. The City of Arlington is looking for our next generation of leader who can continue to mold a high performance municipal corporation and develop our community resources one success at a time.

The successful candidate for this position must be skilled and proven in a system's approach, understanding the importance of collecting and reporting pertinent data and making decisions based on hard data. Experience working in a high performing, customer service setting is an asset. Individuals who display a sincere passion for the delivery of superior public services, direct interaction with community members, and a commitment to high standards will fit well in the organization and this role. The candidate selected will be an outstanding critical thinker and communicator who is comfortable interacting in any setting. His or Her history will reflect an impressive track record of good judgment and creativity. The candidate will possess strong leadership competencies.

A minimum of ten years related managerial experience of projects and staff is required. A Bachelor's degree in Business, Public Administration or a related field of study is required, a Master's Degree or Juris Doctorate is preferred. Candidates with a combination of experience and education will be considered. A Class C Texas Operators License is required.

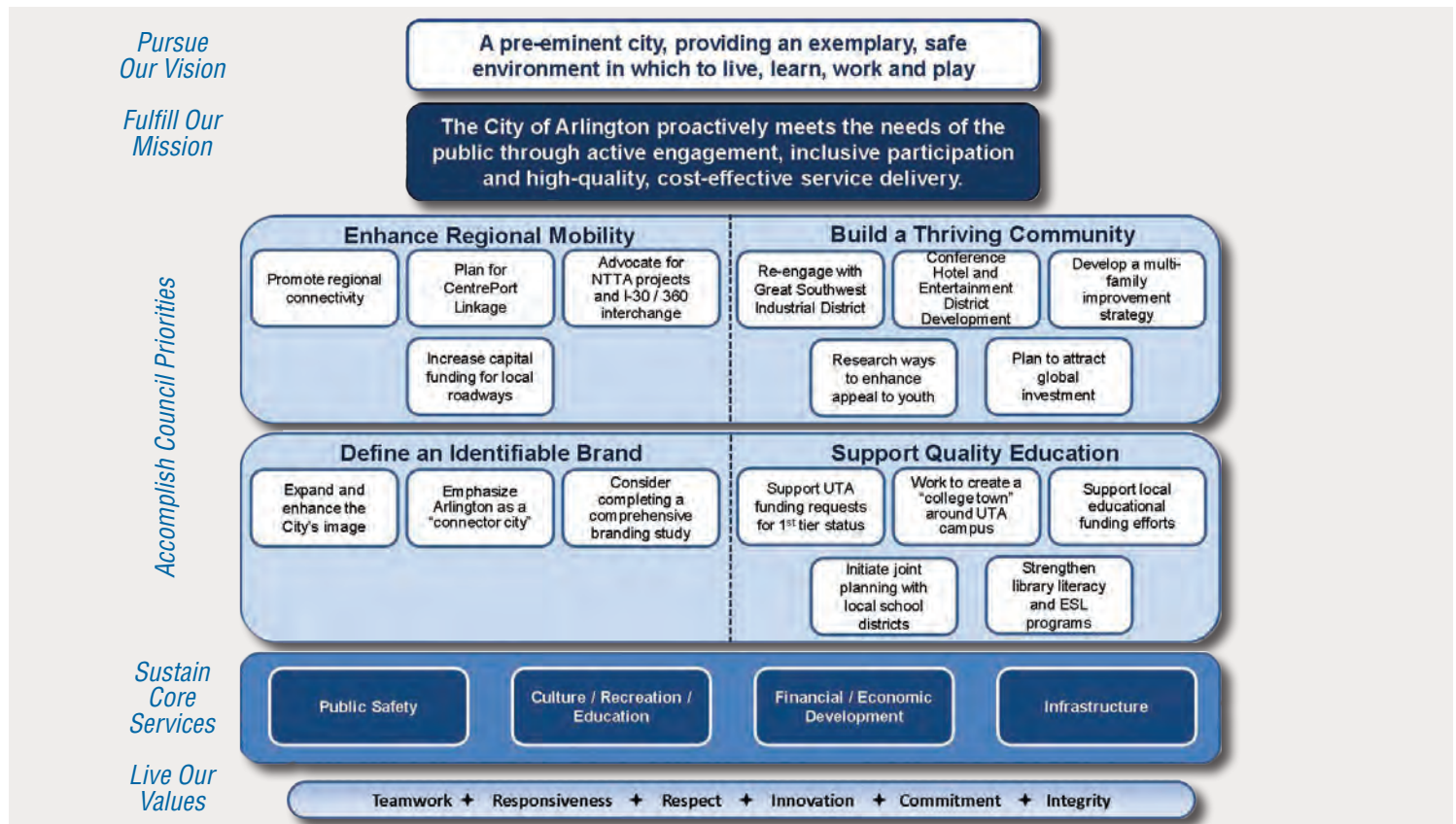
CURRENT CHALLENGES AND BUDGET HIGHLIGHTS

The City of Arlington establishes an annual Business Plan that aligns with the Mayor and Council priorities, detailed in the chart below.

Arlington is consistently recognized as one of the best managed cities in the nation. The City has continued to implement a conservative approach to budgeting, strategically investing and maintaining fund balances and reserves during years of economic challenges. As a result, we are a financially stable municipal corporation with excellent bond ratings. Increased operating costs, employee health insurance and pension costs, as well as maintaining and improving our infrastructure will present budgeting challenges for the coming fiscal years. A balance must be found between the reduction in available revenue growth and maintaining high quality services for residents and businesses.

Economic challenges include continued development of the entertainment district, diversification of our economy, maintaining a competitive workforce, and focus on redevelopment of our existing commercial districts. Arlington is committed to strengthening our competitive future and partnering with our community agencies, educational agencies and community leaders to achieve success. Our challenge is meeting the public's expectations of high level service within existing revenues, even though staffing levels have remained flat.

Finally, succession planning is an issue that needs to be addressed as more senior employees prepare to retire.



COMPENSATION AND BENEFITS

The City of Arlington offers a competitive starting salary range of \$140,000 – \$158,000. As an Executive, the benefit package includes a variety of insurance programs (health, dental, vision, disability, life and employer sponsored executive life insurance) savings programs (401K deferred compensation program with an employer matching contribution, 457 deferred compensation program with an employer contribution, and/or Roth IRA) retirement through the Texas Municipal Retirement System (a hybrid plan with a 2x employer match that offers a lifetime annuity after vesting and guaranteed return), paid time off through both sick leave accrual and vacation accrual, 10 paid holidays, and an executive car allowance. The City of Arlington employees do not contribute to the social security system (but do contribute to Medicare) and the State of Texas does not levy a state income tax.

Residency within the City of Arlington is required, and the reimbursement of relocation expenses will be included as part of the compensation package.



APPLICATION AND SELECTION PROCESS

Interested candidates should submit cover letter, current resume and at least six work related references including contact numbers to: apply@ralphandersen.com. References will not be contacted until mutual interest has been established. Finalists will complete a thorough interview and background investigation process to include verification of all credentials, experience, pre-employment criminal background check, credit evaluation and motor vehicle review.

The first review of resumes will take place beginning July 20, 2012. Electronic submittals are strongly preferred. Candidates are encouraged to apply early in the process for optimal consideration.

Confidential inquiries are welcomed to:

Ralph Andersen & Associates

Robert Burg

916-630-4900

apply@ralphandersen.com